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Attorneys for Plaintiff STANLEY RENE

SUPERIOR COURT OF THE STATE OF CALIFORNIA

IN AND FOR THE COUNTY OF RIVERSIDE

STANLEY RENE, an individual, on behalf of
himself and on behalf of all persons similarly
situated,

Plaintiff,

v.

KOCH FILTER CORPORATION, a Kentucky
corporation; and DOES 1-50, Inclusive;

Defendants.

Case No. CVRI2300700

**[PROPOSED] ORDER GRANTING
PLAINTIFF'S MOTION FOR
PRELIMINARY APPROVAL OF CLASS
ACTION AND PAGA SETTLEMENT**

Date: October 3, 2024
Time: 8:30 a.m.

Judge: Hon. Harold W. Hopp
Dept.: 1
Reservation #: 972551561962

1 This matter having come before the Honorable Judge Harold W. Hopp of the Superior Court of
2 the State of California, in and for the County of Riverside, at 8:30 a.m. on October 3, 2024, with Jean-
3 Claude Lapuyade, Esq., of the JCL Law Firm, APC and Shani O. Zakay, Esq. of the Zakay Law Group,
4 APLC as counsel for plaintiff STANLEY RENE (“Plaintiff”), and Marlene M. Moffitt, Esq. of Ogletree
5 Deakins, Nash, Smoak & Stewart, PC appearing for Defendant KOCH FILTER CORPORATION
6 (“Defendant”). The Court, having carefully considered the briefs, argument of counsel and all the
7 matters presented to the Court, and good cause appearing, hereby GRANTS Plaintiff’s Motion for
8 Preliminary Approval of Class Action and PAGA Settlement.

9 **IT IS HEREBY ORDERED:**

10 1. The Court preliminarily approves the Stipulation of Settlement of Class and PAGA
11 Claims and Release of Claims (“Settlement Agreement” or “Agreement”). This is based on the Court’s
12 determination that the Settlement Agreement is within the range of possible final approval, pursuant to
13 the provisions of Section 382 of the California Code of Civil Procedure and California Rules of Court,
14 rule 3.769.

15 2. This Order incorporates by reference the definitions in the Agreement, and all terms
16 defined therein shall have the same meaning in this Order as set forth in the Agreement.

17 3. Subject to the terms of the Settlement Agreement, the Gross Settlement Amount that
18 Defendant shall pay is Two Hundred Ninety-Eight Thousand Dollars and Zero Cents (\$298,000.00). It
19 appears to the Court on a preliminary basis that the settlement amount and terms are fair, adequate, and
20 reasonable as to all Class Members when balanced against the probable outcome of further litigation
21 relating to certification, liability, and damages issues. It further appears that investigation and research
22 have been conducted such that counsel for the Parties are able to reasonably evaluate their respective
23 positions. It further appears to the Court that settlement at this time will avoid substantial additional
24 costs by all Parties, as well as avoid the delay and risks that would be presented by the further
25 prosecution of the litigation. It further appears that the Settlement has been reached as the result of
26 intensive, serious, and non-collusive arms-length negotiations.

27 4. The Court preliminarily finds that the Settlement appears to be within the range of
28 reasonableness of a settlement that could ultimately be given final approval by this Court. The Court

1 has reviewed the monetary recovery that is being granted as part of the Settlement and preliminarily
2 finds that the monetary settlement awards made available to the Class Members are fair, adequate, and
3 reasonable when balanced against the probable outcome of further litigation relating to certification,
4 liability, and damages issues.

5 5. Plaintiff seeks a Class Counsel Award in the amount of up-to one-third of the Gross
6 Settlement Amount for attorneys' fees, currently estimated Ninety-Nine Thousand Three Hundred
7 Thirty-Three Dollars and Thirty-Three Cents (\$99,333.33), an award of litigation expenses incurred
8 not to exceed Twenty Thousand Dollars and Zero Cents (\$20,000.00), and proposed Class
9 Representative Service Award to the Class Representative, Stanley Rene, in the amount of Five
10 Thousand Dollars and Zero Cents (\$5,000.00). While these awards appear to be within the range of
11 reasonableness, the Court will not approve the Class Counsel Award or Class Representative Service
12 Award until the Final Approval Hearing.

13 6. The Court recognizes that Plaintiff and Defendant stipulate and agree to certification of
14 a class for settlement purposes only. This stipulation will not be deemed admissible in this or any other
15 proceeding should this Settlement not become final. For settlement purposes only, the Court
16 conditionally certifies the following Class:

17 "all current and former hourly-paid or non-exempt employees who worked
18 for Defendant within the state of California during the period between
19 February 9, 2019, to July 16, 2024."

20 7. The Court concludes that, for settlement purposes only, the Class meets the requirements
21 for certification under section 382 of the California Code of Civil Procedure in that: (a) the Class is
22 ascertainable and so numerous that joinder of all members of the Class Members is impracticable; (b)
23 common questions of law and fact predominate, and there is a well-defined community of interest
24 amongst the Class Members with respect to the subject matter of the litigation; (c) the claims of the
25 Class Representative are typical of the claims of the Class Members; (d) the Class Representative will
26 fairly and adequately protect the interests of the Class Members; (e) a class action is superior to other
27 available methods for the efficient adjudication of this controversy; and (f) Class Counsel are qualified
28 to act as counsel for the Class Representative in his individual capacity and as the representative of the

1 Class Members.

2 8. The Court provisionally appoints plaintiff Stanley Rene as the representative of the Class.

3 9. The Court provisionally appoints Jean-Claude Lapuyade, Esq., of the JCL Law Firm,
4 A.P.C., Shani O. Zakay, Esq. of the Zakay Law Group, APLC, Edwin Aiwarzian, Esq. of Lawyers for
5 Justice, P.C. as Class Counsel for the Class Members.

6 10. The Court hereby approves, as to form and content, the Proposed Notice of Pendency of
7 Class Action Settlement and Final Hearing Date (“Class Notice”), a true and correct copy of which is
8 attached hereto as **Exhibit “1.”** The Court finds that the notice appears to fully and accurately inform
9 the Class Members and Aggrieved Employees of all material elements of the proposed Settlement,
10 including right of any Class Member to be excluded from the Class by completing the attached Request
11 for Exclusion Form, and of each Class Member’s right and opportunity to object to the Settlement via
12 the attached Objection Form. The Court further finds that the distribution of the notice substantially in
13 the manner and form set forth in the Agreement and this Order meets the requirements of due process,
14 is the most reasonable notice under the circumstances, and shall constitute due and sufficient notice to
15 all persons entitled thereto. The Court orders the mailing of the notice by first class mail, pursuant to
16 the terms set forth in the Agreement.

17 11. The Court hereby appoints Apex Class Action LLC as Settlement Administrator. No later
18 than fifteen (15) business days after the entry of this order, Defendant shall provide to the Settlement
19 Administrator the Class Data, including information regarding Class Members that Defendant will in
20 good faith compile from its records, including each Class Member’s full name; last known address;
21 Social Security Number; start dates and end dates of employment; and any other information the
22 Settlement Administrator deems necessary to accurately calculate the number of Workweeks and Pay
23 Periods worked by each Class Member and Aggrieved Employee during the Class and PAGA Period.
24 No later than fourteen (14) calendar days after receiving the Class Data from Defendant, the Settlement
25 Administrator shall mail the Class Notice to all identified, potential Class Members via regular first
26 class U.S. Mail and electronic mail using the most current mailing address information available. The
27 Settlement Administrator shall also be required to perform all duties set forth in the Agreement.

28 12. The Court hereby preliminarily approves the proposed procedure for exclusion from the

1 Settlement. A true and correct copy of the proposed exclusion form is attached hereto as **Exhibit “2.”**
2 Any Class Member may individually choose to opt out of and be excluded from the Settlement as
3 provided in the Notice by following the instructions for requesting exclusion from the Settlement of
4 the Released Class Claims that are set forth in the Notice and submitting the exclusion form to the
5 Settlement Administrator. All requests for exclusion must be postmarked or received by the Response
6 Deadline which is forty-five (45) calendar days after the date the Class Notice is mailed to the Class
7 Members or, in the case of a re-mailed Notice, not more than fifteen (15) calendar days after the original
8 Response Deadline. Any such person who chooses to opt out of and be excluded from the Settlement
9 will not be entitled to an Individual Settlement Payment under the Settlement and will not be bound by
10 the Settlement, or have any right to object, appeal or comment thereon. Class Members who have not
11 requested exclusion shall be bound by all determinations of the Court, the Agreement and Judgment.
12 A request for exclusion may only opt out that particular individual, and any attempt to affect an optout
13 of a group, class, or subclass of individuals is not permitted and will be deemed invalid. The Settlement
14 Administrator shall file a declaration concurrently with the filing of the Motion for Final Approval,
15 authenticating a copy of every exclusion form received by the administrator.

16 13. Any Class Member may appear at the final approval hearing, regardless of whether they
17 have submitted a timely written objection and notice of intention to appear. Class Members may express
18 their views regarding the Settlement and may present evidence and file briefs or other papers that may
19 be proper and relevant to the issues to be heard and determined by the Court as provided in the Notice.
20 Class Members will have forty-five (45) days from the date the Settlement Administrator mails the
21 Class Notice to postmark their objections to the Settlement Administrator. A true and correct copy of
22 the proposed objection form is attached hereto as **Exhibit “3.”** The Settlement Administrator shall file
23 a declaration concurrently with the filing of the Motion for Final Approval authenticating a copy of
24 every objection form received by the Settlement Administrator.

25 14. A final approval hearing shall be held before this Court on _____ at _____
26 **AM/PM** in Department 1 of the Riverside County Superior Court to determine all necessary matters
27 concerning the Settlement, including: whether the proposed settlement of the Action on the terms and
28 conditions provided for in the Agreement is fair, adequate and reasonable and should be finally

1 approved by the Court; whether an Order Granting Final Approval should be entered herein; whether
2 the plan of allocation contained in the Agreement should be approved as fair, adequate and reasonable
3 to the Class; and to finally approve the Class Counsel Award, Class Representative Service Award, and
4 the Settlement Administration Expenses. All papers in support of the motion for final approval and the
5 motion for Class Counsel Award and Class Representative Service Award shall be filed with the Court
6 and served on all counsel no later than sixteen (16) court days before the hearing. The Settlement
7 Administrator must give notice to any objecting party of any continuance of the hearing of the Motion
8 for Final Approval.

9 15. Neither the Settlement nor any exhibit, document, or instrument delivered thereunder
10 shall be construed as a concession or admission by Defendant in any way, and shall not be used as
11 evidence of, or used against Defendant as, an admission or indication in any way, including with respect
12 to any claim of any liability, wrongdoing, fault or omission by Defendant or with respect to the truth
13 of any allegation asserted by any person. Whether or not the Settlement is finally approved, neither the
14 Settlement, nor any exhibit, document, statement, proceeding or conduct related to the Settlement, nor
15 any reports or accounts thereof, shall in any event be construed as, offered or admitted in evidence as,
16 received as or deemed to be evidence for any purpose adverse to the Defendant, including, but not
17 limited to, evidence of a presumption, concession, indication or admission by Defendant of any
18 liability, fault, wrongdoing, omission, concession or damage.

19 16. In the event the Settlement does not become effective in accordance with the terms of the
20 Agreement, or the Settlement is not finally approved, or is terminated, canceled, or fails to become
21 effective for any reason, this Order shall be rendered null and void and shall be vacated, and the Parties
22 shall revert to their respective positions as of before entering into the Agreement. In such an event, the
23 Court's orders regarding the Settlement, including this Preliminary Approval Order, shall not be used
24 or referred to in litigation for any purpose. Nothing in this paragraph is intended to alter the terms of
25 the Settlement Agreement with respect to the effect of the Settlement Agreement if it is not approved.
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17. The Court reserves the right to adjourn or continue the date of the final approval hearing and all dates provided for in the Agreement without further notice to Class Members and retains jurisdiction to consider all further applications arising out of or connected with the proposed Settlement.

Dated: _____

JUDGE OF THE SUPERIOR COURT

EXHIBIT 1

**NOTICE OF PENDENCY OF CLASS AND PAGA ACTION SETTLEMENT
AND FINAL HEARING DATE**

(Rene v. Koch Filter Corporation, Riverside County Superior Court Case No. CVRI2300700)

**YOUR LEGAL RIGHTS MAY BE AFFECTED WHETHER YOU ACT OR DO NOT ACT. PLEASE
READ THIS NOTICE CAREFULLY.**

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:	
Do Nothing and Receive a Payment	To receive a cash payment from the Settlement, you do not have to do anything. Your estimated Individual Settlement Payment is: \$<< [REDACTED] >>. Your estimated Aggrieved Employee Payment is << [REDACTED] >>. See the explanation below. After final approval by the Court, the payment will be mailed to you at the same address as this notice. If your address has changed, please notify the Settlement Administrator as explained below. In exchange for the settlement payment, you will release claims against the Defendant as detailed below.
Exclude Yourself	If you wish to exclude yourself from the Settlement, you must send a written request for exclusion to the Settlement Administrator as provided below. You are not able to exclude yourself from the Released PAGA Claims, however. If you request exclusion, you will not receive an Individual Settlement Payment but may receive an Aggrieved Employee Payment if you qualify, as set forth below Instructions are set forth below.
Object	You may write to the Court about why you believe the Settlement should not be approved. You cannot object to the Settlement if you submit a request for exclusion. Directions are provided below.

1. Why did I get this Notice?

A proposed class and PAGA action settlement (the “Settlement”) of this lawsuit pending in the Superior Court for the State of California, County of Riverside (the “Court”) has been reached between Plaintiff Stanley Rene (“Plaintiff”) and Defendant Koch Filter Corporation (“Defendant”). The Court has granted preliminary approval of the Settlement. **You may be entitled to receive money from this Settlement.**

You have received this Class Notice because you have been identified as a member of the Class, which is defined as:

all current and former hourly-paid or non-exempt employees who worked for Defendant within the State of California during the Class Period.

The “Class Period” is the period of time running from February 9, 2019, through [REDACTED] [the earlier of July 16, 2024, or the date the Court enters an order granting preliminary approval of this settlement].

This Class Notice explains the lawsuit, the Settlement, and your legal rights. It is important that you read this Notice carefully as your rights may be affected by the Settlement.

2. What is this class action lawsuit about?

On February 9, 2023, Plaintiff filed a Complaint against Defendant in the Superior Court of the State of California, County of Riverside (the “Action”). Plaintiff asserted the following claims alleging that Defendant: (1) Violation of California Labor Code sections 510 and 1198 (Unpaid Overtime); (2) Violation of California Labor Code sections 226.7 and 512(a) (Unpaid Meal Period Premiums); (3) Violation of California Labor Code section 226.7 (Unpaid Rest Period Premiums); (4) Violation of California Labor Code sections 1194, 1197, and 1197.1 (Unpaid Minimum Wages); (5) Violation of California Labor Code sections 201 and 202 (Final Wages Not Timely Paid); (6) Violation of California Labor Code section 204 (Wages Not Timely Paid During Employment); (7) Violation of California Labor Code section 226(a) (Non-Compliant Wage Statements); (8) Violation of California Labor Code section 1174(d) (Failure To Keep Requisite Payroll Records); (9) Violation of California Labor Code sections 2800 and 2802 (Unreimbursed Business Expenses); and (10) Violation of California Business & Professions Code sections 17200 and 17203. Plaintiff subsequently amended the complaint. The amended complaint is available on the Settlement Administrator’s website listed at the end of this notice.

On February 9, 2024, Plaintiff filed a separate representative action Superior Court of the State of California, County of Riverside Case No. CVRI2300698 for violations of the Private Attorneys General Act, California Labor Code sections 2698-2699.8 (“PAGA”). PAGA is a mechanism by which the State of California itself can enforce state labor laws through the employee suing under the PAGA who does so as the proxy or agent of the state’s labor law enforcement agency. The purpose of the PAGA is not to recover damages or restitution, but to create a means of “deputizing” citizens as private attorney general to enforce the Labor Code. Plaintiff’s PAGA claims have been consolidated with the claims in the Action by way of Plaintiff’s amended complaint.

Defendant denies and disputes all claims asserted in the Action. Specifically, Defendant contended (and continues to contend) that the Action could not properly be maintained as a class action; that Defendant properly paid members of the class all wages and sick pay that was due; that Defendant provided members of the class with all legally required meal breaks and rest breaks; that Defendant paid any members of the class all wages due them during employment and at the time of their terminations; that Defendant accurately maintained records and provided compliant wage statements; that Defendant reimbursed members of the class for required business expenses; that Defendant did not violate California Business and Professions Code section 17200.

The Court granted preliminary approval of the Settlement on <<INSERT PRELIMINARY APPROVAL DATE>>. At that time, the Court also preliminarily approved the Plaintiff to serve as the Class Representative, and the law firms of Lawyers for Justice, JCL Law Firm, APC and Zakay Law Group, APLC to serve as Class Counsel.

3. What are the terms of the Settlement?

Gross Settlement Amount. Defendant has agreed to pay an “all in” amount of Two Hundred Ninety-Eight Thousand Dollars and Zero Cents (\$298,000.00) (the “Gross Settlement Amount”) to fund the Settlement. The Gross Settlement Amount will cover payment of all Individual Settlement Payments to Settlement Class Members, Class Counsel Award, Settlement Administration Expenses, PAGA Payment, and the Class Representative Service Award to the Plaintiff.

After the Judgment becomes Final, Defendant will pay the Gross Settlement Amount by depositing the money with the Settlement Administrator. “Final” means the date the Judgment is no longer subject to appeal, or if an appeal is filed, the date the appeal process is completed, and the Judgment is affirmed.

Amounts to be Paid from the Gross Settlement Amount. The Settlement provides for certain payments to be made from the Gross Settlement Amount, which will be subject to final Court approval, and which will be deducted from the Gross Settlement Amount before settlement payments are made to Class Members, as follows:

- Settlement Administration Expenses. Payment to the Settlement Administrator, estimated not to exceed \$5,000.00 for expenses, including expenses of sending this Notice, processing opt-outs, and distributing settlement payments.
- Class Counsel Award. Payment to Class Counsel attorneys' not to exceed one-third of the Gross Settlement Amount (currently \$99,333.33) plus costs and expenses not to exceed \$20,000 for all costs and expenses incurred as documented in Class Counsel's billing records, both subject to Court approval. Class Counsel have been prosecuting the Action on behalf of Plaintiff and the Class on a contingency fee basis (that is, without being paid any money to date) and have been paying all litigation costs and expenses.
- Class Representative Service Award. Class Representative Service Award of up to Five Thousand Dollars and Zero Cents (\$5,000.00) to Plaintiff, or such lesser amount as may be approved by the Court, to compensate him for services on behalf of the Class in initiating and prosecuting the Action, and for the risks he undertook.
- PAGA Payment. A payment of Ten Thousand Dollars and Zero Cents (\$10,000.00) relating to Plaintiff's claim under the Private Attorneys General Act ("PAGA"), \$7,500 of which will be paid to the State of California's Labor and Workforce Development Agency ("LWDA Payment") and the remaining \$2,500 will be distributed to the Aggrieved Employees ("Aggrieved Employee Payment").
- Calculation of Individual Settlement Payments. After all the above payments of the court-approved Class Counsel Award, the Class Representative Service Award, the PAGA Payment, and the Settlement Administration Expenses are deducted from the Gross Settlement Amount, the remaining portion, called the "Net Settlement Amount," shall be distributed to class members who do **not** request exclusion ("Settlement Class Members"). The Individual Settlement Payment for each Settlement Class Member will be calculated by dividing the Net Settlement Amount by the total number of workweeks for all Settlement Class Members that occurred during the Class Period and multiplying the result by each individual Settlement Class Member's workweeks that occurred during the Class Period. A "workweek" is defined as a normal seven-day week of work during the Class Period in which, according to Defendant's records, a member of the class worked at least one day during any such workweek.
- Calculation of Aggrieved Employee Payments to Aggrieved Employees. The Aggrieved Employee Payment portion of the PAGA Payment shall be distributed to Aggrieved Employees irrespective of whether they exclude themselves or opt-out. The Aggrieved Employee Payment will be divided by the total number of pay periods worked by all Aggrieved Employees during the PAGA Period, and then taking that number and multiplying it by the number of pay periods worked by each respective Aggrieved Employee during the PAGA Period. "Aggrieved Employees" means all current and former hourly-paid or non-exempt employees who worked for Defendant within the State of California during the PAGA Period. The PAGA Period means the period between December 5, 2021, through [REDACTED] [the earlier of July 16, 2024, or the date the Court enters an order granting preliminary approval of this settlement].

If the Settlement is approved by the Court, you will automatically be mailed a check for your Individual Settlement Payment and Aggrieved Employee Payment (if any) to the same address as this Class Notice. You do not have to do anything to receive a payment. If your address has changed, you must contact the Settlement Administrator to inform them of your correct address to ensure you receive your payment.

You may find the Settlement Agreement entitled "Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims" filed on **MONTH XX**, 2024, with the Riverside County Superior Court, Dept. 1, located

at 4050 Main Street, Riverside, CA 92501. You may also find the Settlement Agreement online by visiting the Riverside County Superior Court website <https://www.riverside.courts.ca.gov/>. The Settlement Agreement can be found at Exhibit 1 of the Lapuyade Declaration filed on **MONTH XX**, 2024. The Settlement Agreement is also on the Settlement Administrator's website listed at the end of this notice.

Tax Matters. Twenty percent (20%) of each Individual Settlement Payment is allocated to wages. Taxes are withheld from this amount, and each Settlement Class Member will be issued an Internal Revenue Service Form W-2 for such payment. Eighty percent (80%) of each Individual Settlement Payment is allocated to interest, penalties and other non-wage payments, and no taxes will be withheld from this portion, and each Settlement Class Member will be issued an Internal Revenue Service Form 1099 for such payment. In addition, no taxes will be withheld from Aggrieved Employee Payments paid to Aggrieved Employees, and each Aggrieved Employee will be issued an Internal Revenue Service Form 1099 for such payment. Neither Class Counsel nor Defendant's counsel intend anything contained in this Settlement to constitute advice regarding taxes or taxability. You may wish to consult a tax advisor concerning the tax consequences of the payments received under the Settlement.

Conditions of Settlement. This Settlement is conditioned upon the Court entering an order granting final approval of the Settlement and entering judgment.

4. What Do I Release Under the Settlement?

Released Claims. Upon entry of final judgment and funding in full of the Gross Settlement Amount by Defendant, Plaintiff and the Settlement Class Members shall be deemed to have released all Released Class Claims that occurred during the Class Period as to the Released Parties. Released Class Claims means all claims, causes of action, and primary rights arising during the Class Period that were alleged in the Complaints and any amendments thereto, including those for all wages, damages, penalties, interest, unpaid costs, liquidated damages, benefits, attorney's fees, litigation costs, restitution, equitable relief, and other amounts recoverable under said claims, causes of action or legal theories of relief, including without limitation all claims under the California Labor Code, Industrial Welfare Commission Wage Orders, and applicable law for unpaid wages (minimum, regular, overtime, and doubletime); rounding violations; regular rate of pay violations for overtime, meal period premiums, and sick pay; meal period violations; rest period violations; untimely wages during employment and at termination; non-compliant wage statements; failure to keep requisite payroll records; failure to reimburse business expenses; and unfair business practices (Business and Professions code section 17200).

The Released PAGA Claims shall be released as follows: Upon entry of final judgment and upon funding in full of the Gross Settlement Amount by Defendant, all Aggrieved Employees shall be deemed to have released all Released PAGA Claims, irrespective of whether they opted-out of the Class Settlement and will be bound by this PAGA Release (the "PAGA Release"). "Released PAGA Claims" means all claims for PAGA penalties asserted or that could have been asserted arising out of the facts alleged in the operative complaints and any amendments thereto, and Plaintiffs PAGA notices to the LWDA, which occurred during the PAGA Period, and expressly excluding all other claims, including claims for vested benefits, wrongful termination, unemployment insurance, disability, social security, workers' compensation, and PAGA claims outside of the PAGA Period. Class Members are not able to exclude themselves from the PAGA Release.

This means that, if you do not timely and formally exclude yourself from the Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against Defendant about the legal issues resolved by this Settlement. It also means that all of the Court's orders in this Action will apply to you and legally bind you.

5. How much will my payment be?

Defendant's records reflect that you have << ____ >> Workweeks worked during the Class Period (February 9, 2019, through ____ [the earlier of July 16, 2024, or the date the Court enters an order granting preliminary approval of this settlement]).

Based on this information, your estimated Individual Settlement Payment is <<_____>>.

Defendant's records reflect that you have <<_____>> pay periods worked during the PAGA Period (December 5, 2021, through _____[the earlier of July 16, 2024, or the date the Court enters an order granting preliminary approval of this settlement]).

Based on this information, your estimated Aggrieved Employee Payment is <<_____>>.

If you wish to challenge the information set forth above, then you must submit a written, signed dispute challenging the information along with supporting documents, to the Settlement Administrator at the address provided in this Notice no later than _____ [forty-five (45) days after the Notice or re-mailed Notice].

6. How can I get a payment?

To get money from the Settlement, you do not have to do anything. A check for your settlement payment will be mailed automatically to the same address as this Notice. If your address is incorrect or has changed, you must notify the Settlement Administrator. The Settlement Administrator is: Apex Class Action LLC at 1-800-355-0700.

The Court will hold a hearing on _____ to decide whether to finally approve the Settlement. If the Court approves the Settlement and there are no objections or appeals, payments will be mailed within a few months after this hearing. If there are objections or appeals, resolving them can take time, perhaps more than a year. Please be patient. After entry of the Judgment, the Settlement Administrator will provide notice of the final judgment to the Class Members by posting a copy of the Judgment on the administrator's website at <https://apexclassaction.com/>.

7. What if I don't want to be a part of the Settlement?

If you do not wish to participate in the Settlement, you may exclude yourself from the Settlement or "opt out." **If you opt out, you will not receive an Individual Settlement Payment, and you will not be bound by the release of Released Class Claims, except as provided as follows.** Irrespective of whether you exclude yourself from the Settlement or "opt out," you will be bound by the Released PAGA Claims, you will be deemed to have released the Released PAGA Claims, and you will receive a share of the Aggrieved Employee Payment.

To opt out, you must submit to the Settlement Administrator, by First Class Mail, a signed copy of the enclosed Request for Exclusion postmarked no later than _____. The address for the Settlement Administrator is 18 Technology Drive, Suite 164, Irvine, CA 92618. The Request for Exclusion must be signed by you. No other person may opt out for a member of the Class.

Requests for Exclusion that are postmarked after _____, or are incomplete or unsigned will be rejected, and those Class Members will remain bound by the Settlement and the release described above. If you submit a Request for Exclusion and Notice of Objection, the Notice of Objection will nullify and void your Request for Exclusion.

8. How do I tell the Court that I would like to challenge the Settlement?

Any Class Member who has not opted out and believes that the Settlement should not be finally approved by the Court for any reason, may object to the proposed Settlement by submitting a signed copy of the Notice of Objection. You may also object without submitting the Notice of Objection by appearing at the final approval hearing scheduled as described in Section 9 below.

To object to the Settlement, you cannot opt out. If you submit a Request for Exclusion and Notice of Objection, the Notice of Objection will nullify and void your Request for Exclusion. If the Court approves the Settlement, you will be bound by the terms of the Settlement in the same way as Class Members who do not object. Any Class Member who does not object in the manner provided in this Class Notice shall have waived any objection to the Settlement, whether by appeal or otherwise.

The signed Notice of Objection must be delivered or mailed to the Settlement Administrator no later than [REDACTED]. The address for the Settlement Administrator is Apex Class Action LLC, 18 Technology Drive, Suite 164, Irvine, CA 92618.

The addresses for the Parties' counsel are as follows:

Class Counsel:

Jean-Claude Lapuyade, Esq.
JCL Law Firm, APC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel.: (619) 599-8292
Fax: (619) 599-2891
Email: jlapuyade@jcl-lawfirm.com

Class Counsel:

Shani O. Zakay, Esq.
Zakay Law Group, APLC
5440 Morehouse Drive, Suite 3600
San Diego, CA 92121
Tel: (619) 599-8292
Fax: (619) 599-8291
Email: shani@zakaylaw.com

Counsel for Defendant:

Marlene M. Moffitt, Esq.
Ogletree, Deakins, Nash, Smoak &
Stewart, P.C.
4660 La Jolla Village Drive, Suite 900
San Diego, CA 92122
Tel: 858-652-3100
Fax: 858-652-3101
marlene.moffitt@ogletree.com

9. When and where will the Court decide whether to approve the Settlement?

The Court will hold a Final Approval Hearing at **00:00 AM/PM on [REDACTED]**, at the Riverside County Superior Court, Dept. 1, located at 4050 Main Street, Riverside, CA 92501 before Judge Harold Hopp. The Court has determined only that there is sufficient evidence to suggest that the proposed settlement might be fair, reasonable, and adequate. At the Final Approval Hearing, the Court will determine whether the Settlement is fair, reasonable, and adequate. The purpose of this hearing is for the Court to determine whether to grant final approval to the Settlement. If there are objections, the Court will consider them. The Court will listen to people who have made a timely written request to speak at the hearing or who appear at the hearing to object. This hearing may be rescheduled by the Court without further notice to you. **You are not required to attend** the Final Approval Hearing, although any Class Member is welcome to attend the hearing.

10. How do I get more information about the Settlement?

You may call the Settlement Administrator at 1-800-355-0700 or write to ***Rene v. Koch Filter Corporation, Riverside County Superior Court, Case No. CVRI2300700***, Settlement Administrator, c/o _____.

This notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You may receive a copy of the Stipulation of Settlement of Class and PAGA Action Claims and Release of Claims ("Settlement Agreement") filed on **MONTH XX**, 2024, the Final Judgment or other Settlement documents by writing to JCL Law Firm, APC, 5440 Morehouse Drive, Suite 3600, San Diego, CA 92121.

PLEASE DO NOT CALL THE COURT ABOUT THIS NOTICE.

IMPORTANT:

- You must inform the Settlement Administrator of any change of address to ensure receipt of your Individual Settlement Payment.

- Settlement checks will be null and void 180 days after issuance if not deposited or cashed. In such event, the Settlement Administrator shall pay all funds from such uncashed checks will be sent to the State Controller's Office Unclaimed Property Division in your name. If your check is lost or misplaced, you should contact the Settlement Administrator immediately to request a replacement.

EXHIBIT 2

Superior Court of California, County of Riverside
Rene v. Koch Filter Corporation
Riverside County Superior Court Case No. CVRI2300700

REQUEST FOR EXCLUSION

Instructions: Please complete this Form ONLY IF YOU **DO NOT** WANT TO PARTICIPATE IN THE SETTLEMENT that is described in the Notice Pendency of Class and PAGA Action Settlement and Final Hearing Date that accompanies this Form. If you choose to complete this Form, the deadline for mailing it to the Settlement Administrator is **【** INSERT DATE**】**.

I. PERSONAL INFORMATION

Name (first, middle and last): _____
Home Street Address: _____
City, State, Zip Code: _____
Telephone Number: (____) _____

II. REQUEST FOR EXCLUSION

By signing and returning this Form, I certify that I wish to opt out of the settlement of the class action lawsuit entitled *Stanley Rene v. Koch Filter Corporation*, Case No. CVRI2300700, filed in the Superior Court of California, County of Riverside. I understand that by requesting to be excluded from the Settlement, I will receive no money from the Settlement described in the Notice Pendency of Class Action Settlement and Final Hearing Date that accompanies this Form.

Any Class Member that submits a timely Request for Exclusion who is also an Aggrieved Employee will still receive his/her pro rata share of the PAGA Payment and be bound by the PAGA Release. Exclusion from the Class Action Settlement does not result in exclusion from the PAGA Payment or exclusion from the PAGA Release.

III. MAILING INSTRUCTIONS

If you choose to return this Form, you must return it to the Settlement Administrator postmarked on or before **【**INSERT DATE**】** AT THE ADDRESS LISTED BELOW:

Apex Class Action LLC
18 Technology Drive, Suite 164
Irvine, CA 92618

IV. PLEASE SIGN BELOW

I declare that the foregoing is true and correct.

Dated: _____

(Signature)

(Print Name)

EXHIBIT 3

Apex Class Action LLC
18 Technology Drive, Suite 164
Irvine, CA 92618

Must Be Postmarked
No Later Than
XXX, 2024

NOTICE OF OBJECTION FORM

SUPERIOR COURT OF THE STATE OF CALIFORNIA – COUNTY OF RIVERSIDE
Rene v. Koch Filter Corporation, Case No. CVRI2300700

<<Name>>
<<Address>>
<<City>>, <<State>> <<Zip Code>>

Indicate Name/Address Changes, if any:

YOU DO NOT NEED TO COMPLETE THIS FORM TO PARTICIPATE IN THE SETTLEMENT. THIS FORM IS TO BE USED ONLY IF YOU WANT TO PARTICIPATE IN THE SETTLEMENT, BUT YOU OBJECT TO THE TERMS OF THE SETTLEMENT. IF YOU OBJECT TO THE SETTLEMENT, YOU MUST SIGN AND COMPLETE THIS FORM ACCURATELY AND IN ITS ENTIRETY AND YOU MUST MAIL IT BY FIRST CLASS U.S. MAIL TO THE SETTLEMENT ADMINISTRATOR SO THAT IT IS POSTMARKED ON OR BEFORE XXX, 2024. THE ADDRESS FOR THE SETTLEMENT ADMINISTRATOR IS NOTED AT THE TOP OF THIS FORM. IF YOU DO NOT OBJECT TO THE SETTLEMENT, DO NOT SUBMIT THIS FORM.

The Court will consider your objection at the Final Approval Hearing if you submit a timely and valid written statement of objection. All of the information on this form is required. If you do not provide all of the information below, your objection will be deemed null and void. Additionally, if you submit a Request for Exclusion and Notice of Objection, the Notice of Objection will nullify your Request for Exclusion.

I, _____, (name of Class Member) hereby object to the Settlement in this case for the following reasons:

Dated: _____

Signature: _____

Print or Type Name: _____

Telephone Number: _____